

SPREP Employment Conditions Review: Questionnaire for key stakeholders

SCOPE OF THE PROJECT AS PER TENDER:

1. SPREP's Strategic Plan 2017-2026 outlines the need to strengthen and realign its institutional capacities, competencies, and systems to support delivery to its members. Organisational Goal 5 of SPREP has access to a pool of people with the attitudes, knowledge, and skills to enable it to deliver on its shared regional vision as well as the Secretariat's People Strategy focus on SPREP's people as its most important resource.
2. SPREP's Governing Council, in September 2019 approved the engagement by the Secretariat of an independent qualified consultant to review its remuneration systems including staff terms and conditions to ensure it remains competitive in the local and international employment markets.
3. A comprehensive independent review of the current remuneration system was carried out in 2021. The review report, 2021 Project Report: Review of SPREP Remuneration System including Staff Terms and Conditions had an exclusive focus on an international employment market without the traditional CROP market references. A Members Working Group was established in 2021 to consider this report.

Strategic Pay has been retained to review the work under 3 above, to undertake further analysis to add to this body of knowledge and provide clarity and prioritisation of action items for consideration by the MWG.

Question 1: General Comment

Given the context above, and our focus on SPREP's remuneration system and conditions of employment, what would you see as the primary areas of concern?

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Question 2: Priority Areas

What would be the priority areas to address? These could be from the points above or different areas.

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Question 3: Retention of Certain Elements

What about the current remuneration structure or conditions of employment do you feel work well, and should be retained (with some updates if necessary)?

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Question 4: COLDA

As you may be aware, a cost-of-living allowance has been in place for a number of years for positions advertised internationally (EPAI roles), for staff living in some countries. Should this be retained as is, reviewed or removed?

Any other comments on the COLDA?

Question 5: Other Conditions of Employment

We will be reviewing all COE. Which would you consider to be high priority areas which definitely need to be reviewed and updated:

Question 6: CROP Harmonisation

The TOR provided to us refers to the original CROP Harmonisation policy. Would you like to see a return to a greater commitment to harmonisation for CROP entities in the remuneration and conditions of employment context)?

If so, what areas in particular need more collaboration and harmonisation?

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Question 7: Contact

Would you like to be contacted to discuss these questions in more depth?

Please indicate suitable dates and times we can start planning around.

Question 8: Other Comments

Do you have any comments on anything related to this project that we have not asked?

Your Strategic Pay Team



DON YOUNG

Manager Northern Consulting, Auckland

Don joined Strategic Pay in 2004 and has seen several changes in the remuneration and Strategic Pay landscapes.

His broad portfolio includes senior consulting work in the form of remuneration structures, incentives, directors' fees, and linking pay and performance. Don is also continuing his passion for delivering training on job evaluation, job description writing and performance development.

With a Bachelor of Arts and post-graduate diplomas in Training and Industrial Relations, and with a background in generalist HR, he brings a pragmatism to the process of creating pay structures and providing advice on pay related matters. Don uses his expertise to provide practical, workable and affordable solutions for each organisation.

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VINEET VINISHMA

Senior Consultant, Auckland

Vineet joined Strategic Pay in 2022 as an experienced senior consultant with almost 10 years' experience in benchmarking and people strategy. She has a depth of knowledge and understanding of the SP10® job evaluation methodology.

In her previous consulting role with PwC Fiji, Vineet led significant remuneration and market benchmarking projects for private, public and not for profit organisations. She also has vast experience in talent management, organisational structure reviews, performance management, policies and practices, market surveys, and executive search and experience in both Fiji and offshore.

Vineet has a Bachelor of Arts Degree in Applied Psychology and Sociology from the University of the South Pacific, Fiji.

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**MICHAEL ASHE**

Technical Consultant, Wellington

Michael has extensive experience in remuneration consulting and has worked with many public and private sector organisations both in New Zealand and Australia.

Michael's principal areas of expertise are in the market analysis of base and variable pay, and job evaluation spaces. He has been instrumental in the development and continual upgrade of RemWise®, Strategic Pay's remuneration management software.

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